

Division of Vocational Rehabilitation

Developmental Disabilities Council Presentation

July 2020

Services are provided by State and Federal VR Funds. The VR program typically receives 78% in Federal funds and 22% in State funds. For detailed information on the dollar amount of Federal funds for the program, please visit

<https://rsa.ed.gov/programs.cfm?pc=basic-vr&sub=awards>

Objectives

Learn about:

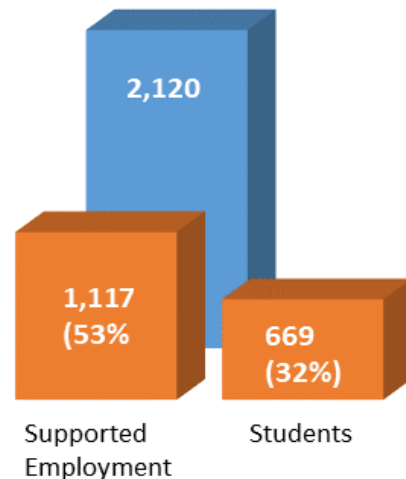
- DVR's challenges with serving customers with intellectual disabilities (ID)/developmental disabilities (DD) and their families
- DVR projects, activities or initiatives for serving customers with ID/DD
- DVR accomplishments in serving customers with ID/DD
- Current legislation that impacts DVR that the council should understand and support

DVR

- The Division of Vocational Rehabilitation (DVR) serves people with disabilities who want to work but face substantial barriers to finding or keeping a job.
- DVR provides individualized employment and counseling services to people with disabilities.
- DVR offers technical assistance and training to employers to support recruitment and hiring of people with disabilities.

Customers Served

- DVR customers develop an individualized service plan for employment, training, and support services to help them achieve a job goal. People with intellectual and developmental disabilities (ID/DD) were 22% (2,120 individuals) of customers who completed services between July 1, 2017 and June 30, 2019.



2,120 individuals with ID/DD completed services. Of those:

- 53% used supported employment services
- 32% were students with ID/DD

Customers Served (Cont.)

- Youth served by DVR are more often mutual customers of DDA than are DVR's adult customers.
- 29% of youth (ages 14-24) and 16% of adults served by DVR (ages 18-64) were also customers of DDA

Challenges to Service Access and Delivery

- Customers and their families have difficulty understanding DDA and DVR programs and the service systems.
- Coordination between DVR and DDA is essential to provide seamless service delivery to customers. The agencies' knowledge of each other's service system is incomplete and coordination is inconsistent across the state.
- Assessment of a customer's readiness to work, eligibility criteria, and availability of services differ between the agencies. Customers who qualify for both programs receive the most comprehensive services.

Challenges to Service Access and Delivery (Cont.)

- Customers cannot always access DVR long-term job supports and, in some cases, are not eligible for DDA, making it a challenge to identify long-term support funding necessary for their success.
- Access to benefits planning and understanding the impact of work on medical and other benefits are crucial to customer and family decision-making about service and work options.
- Higher paying job opportunities and career pathways need to be identified and developed to enable customers to earn a living wage.

Current Projects Activities or Initiatives



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Braided Employment Services

- Individuals eligible for DDA waiver programs qualify to receive supported employment, which includes intensive training and long-term support services, counseling and guidance to develop goals, job placement, and other support services.
- DVR can provide extended services after job placement and intensive training services until the customer is stable in their job and ready to transition to another source of long term support. These are time-limited and designed to bridge the gap for anyone not accessing long-term support, but has eligibility to do so. The DVR counselor monitors the customer's progress to ensure successful stabilization. Typically, DDA or another funding source, provides Long term support services after DVR services end.
- DVR and DDA contract with community rehabilitation programs to provide employment services to customers.

Job Foundation Pilot

Partners:

- DDA and DVR
- Office of Superintendent of Public Instruction (OSPI), Educational Service Districts (ESDs), schools, counties, employment providers, families and students.

Purpose:

- Engage students earlier in targeted employment planning and connection;
- Increase partnership with school staff to complete student's Job Foundation document that includes actionable next steps for employment; and
- Increase the number of students completing transition programs with a job or secondary-education connection

Collaboration Process Overview



Credit: Value-Based Payment webinar from the Community Summit Presentation on June 10, 2020.

School to Work

Partners

- DDA and DVR
- OSPI, ESDs, schools, counties, employment providers, families and students.

Purpose

- Connects students with intellectual and developmental disabilities (I/DD) to employment services *Early*: while they are still in their high school transition programs.
- Assists students with I/DD to obtain paid employment prior to exiting their high school transition programs.
- Provides customized one-on-one support to be successful in obtaining and keeping a job.

Since 2005, more than 800 students have found a job through the King County School to Work Program!

Accomplishments



Washington State
Department of Social
& Health Services

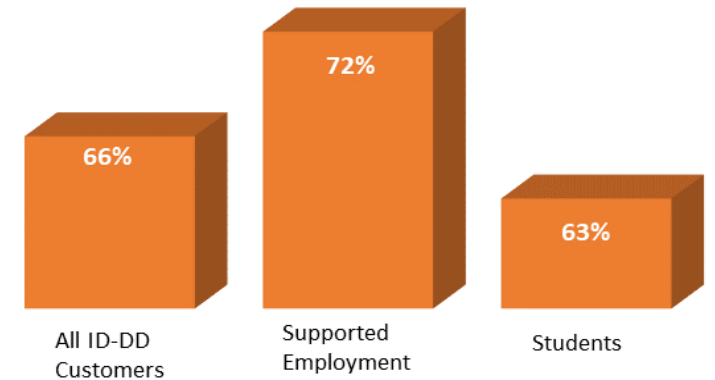
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Employment Outcomes

- Customers with ID/DD disabilities were more successful in obtaining employment outcomes 66% vs 54% when compared to all DVR customers with a service plan.

Employment Rate

- 66% of all ID/DD customers
- 72% of those with supported employment needs
- 63% of students



Data are based on DVR case records for individuals with intellectual disability or autism with case closed during SFY 2018 or SFY 2019 and DSHS Research and Data Analysis Unit, Employment Outcomes Monitoring Report for SFY 2017 and 2018.

DVR-DDA Shared Employment Outcomes

- DDA customers who use DVR services are highly successful in obtaining and retaining jobs.
- 80% of customers with supported employment needs and 68% of all shared customers obtain employment.
- 78% remain employed one year after case closure.

DVR-DDA MOU

- DVR's success in serving individuals with ID/DD is based on a long-standing relationship with the DDA.
- DVR and DDA signed a Memorandum of Understanding in 2018 for individuals with intellectual and developmental disabilities receiving services from DVR and DDA.
- This agreement provides staff of both agencies with referral, eligibility and funding criteria, case management guidelines and designates liaisons for ongoing coordination and collaboration.

DDA's Working Age Adults Policy

- DDA's Working Age Adults policy was first issued in 2004 "designates employment supports as the primary method of furnishing state-financed day services to adult participants." The policy went into effect on July 1, 2006.
- Emphasizing community employment as the primary service option, the policy further states that "services for persons under age 62 that do not emphasize the pursuit or maintenance as the primary service in integrated settings can be authorized only by exception to policy." **(WA DSHS, DDD "County Services for Working Age Adults" Policy 4.11).**
- DVR-DDA MOU states, "DDA will assure that all clients referred to DVR, including the individual's representative, understand that the intent of the referral is for the purpose of learning how DVR services will assist them in obtaining and maintaining competitive integrated employment. Only individuals who indicate the desire to be employed in a competitive integrated setting will be referred to DVR."

Office of Financial Management State Human Resources DVR MOU

- Office of Financial Management (OFM) State Human Resources (SHR), and DVR, renewed a MOU in 2019 for the Supported Employment in State Government (SESG) Program.
- MOU details the OFM SHR, DVR and State Agency responsibilities related to participation and utilization of the program.
- The DVR SESG Program Coordinator markets the program to State Agencies, Boards, Commissions, Higher Education Institutions to encourage their utilization and participation in the program.
- The Supported Employment in State Government (SESG) Program, RCW 41.04, was adopted by the Legislature in 1999 and provides paid competitive employment opportunities for individuals with developmental and other significant disabilities in integrated work settings. SESG is employment with customary salary and benefits, for individuals who need support over time, on or off the job, to maintain job performance.

Current Legislation

Workforce Innovation and Opportunity Act (WIOA) of 2014 and the amended Rehabilitation Act

- DVR is responsible for Career Counseling Information and Referral (CC&IR) Services to Subminimum Wage Workers who become known to DVR.
- DVR can now provide youth with most significant disabilities extended services under certain circumstances.

CC&IR Services to Subminimum Wage Workers

- Under WIOA, and the amended Rehabilitation Act, DVR is responsible for providing career counseling, information and referral (CC&IR) services to all subminimum wage workers who become known to DVR who are currently earning below the federal minimum wage (\$7.25) in Washington State.

CC&IR Services to Subminimum Wage Workers (Cont.)

- DVR CC&IR services are provided at prescribed intervals to encourage individuals employed in subminimum wage jobs to seek competitive integrated employment.
- Individuals who receive these services may make different decisions about their employment and work with DVR to establish new goals. Vocational rehabilitation services often result in employment in an integrated setting and at a competitive wage.

Extended Services

Under WIOA, and the amended Rehabilitation Act, DVR may provide extended services on a case-by-case basis for up to four years from the date time-limited supports have ended or until the customer reach the age twenty-five, under the following conditions:

- Customer is a youth with a most significant disability;
- Customer and the VR counselor have discussed whether continuing time-limited supported employment services would be appropriate and they both determine that no further time-limited support services are necessary to support and maintain his or her supported employment before he or she transition to extended services; and
- No other source of extended services is available for customer to use including natural supports

Questions?

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